

Estimated Cost Impact of Policy Changes

	Current	Proposed	Difference
Substitute Pay for System Controller	\$10,579	\$12,938	\$ 2,359
On-Call Pay	0	\$ 8,500	\$ 8,500
Holidays-Double Time	\$58,922	\$78,561	\$19,639
Holidays-Additional 8 hours of Leave	0	\$27,681	\$27,681
Additional Annual Leave Accrual	\$62,580	\$74,539	\$11,959
Additional Sick Leave Accrual	\$62,580	\$74,539	\$11,959
	\$194,661	\$276,758	\$82,097

The above estimated cost impact is based only on a 1 year impact. Assumptions used were based on 2004 data. Future cost impacts are based on amount of pay increases and length of service with Leon County. Annual Leave accruals are based on length of service with Leon County.

Summary of Changes that have Fiscal Impact

Additional Special Pay for Working as a System Controller

Current Practice: When an EMT or Paramedic substitutes as a System Controller during absences of the regular System Controller, the employee receives their current base pay plus system status differential, which could be up to the System Controller pay rate.

Proposed Change: Pay for Substitute Dispatchers: \$14.22/Hour

Proposed Change: Pay the EMT or Paramedic their current base pay plus system status differential for working as a System Controller.

Proposed Change: On-Call Pay: \$17.39/Hour

On-Call Pay

Current Practice: Leon County currently has a policy in place. Previously, the EMS Division has not utilized this policy.

Recommendation: In order to facilitate staffing of Special Events and Special out of County calls, EMS will utilize this policy.

Holidays-Double Time:

Current Practice: An EMT, Paramedic, System Controller, or Supply Technician who works a Holiday receives time and one-half in pay. There is no additional time off for the Holiday or Holiday Pay.

Recommendation: An EMT, Paramedic, System Controller, or Supply Technician who works a Holiday receives Double time in pay.

Holidays-Additional Hours of Leave:

Current Practice: An EMT, Paramedic, System Controller, or Supply Technician who is not scheduled to work the Holiday, receives no Holiday Pay or additional time off for the Holiday.

Recommendation: To grant 8 hours of leave time for those employees not scheduled to work the Holiday to use at a later date.

Additional Annual Leave Accrual:

Current Practice: Employees receive the same annual leave accrual as the Executive Support Staff which is based on working 2080 hours per year.

Recommendation: Increase the accrual based on a ratio of the number of hours worked over 2080.

	Annual Hours Worked	Ratio Greater Than 2080 Annual Hours
	2184	1.05
	2340	1.12
12 Hour Shift (4 Days/Week)	2496	1.2
24 Hour Shift	2912	1.4

Monthly Accrual:

Years of Service	12 Hour Shift Day/Night	9 Hour Shift 5 Days/Week	12 Hour Shift 4 Days/Week	24 Hour Shift
Upon Employment	8.5	9	10	11
After Completion Of:				
5 Years	10.5	11	12	14
10 Years	12.5	13.5	14	17
15 Years	15	16	17	20
20 Years	17	18	19	22

Additional Sick Leave Accrual:

Current Practice: Employees receive the same sick leave accrual as the rest of the employees which is based on working 2080 hours per year.

Recommendation: Increase the accrual based on a ratio of the number of annual hours worked over 2080.

Shift	Annual Hours Worked	Ratio Greater Than 2080 Annual Hours
12 Hour Shift (Day/Night)	2184	1.05
10 Hour Shift (5 Days/Week)	2340	1.12
	2496	1.2
	2912	1.4

9 Hour Shift Day/Night	12 Hour Shift 4 Days/Week	24 Hour Shift
8.5	10	11

Summary of Changes Without Fiscal Impact

Add definition of EMS and PRN

Add to Division Directors the Chief and Medical Director

Add to Senior Management the Deputy Chief, Operations Supervisor, Training and Quality Manager

Add to EMS Positions the System Controller, Paramedic, EMT and Supply Technician

Add EMS to Probationary Period like Career Service

Add EMS to Pay Plan Section

Add EMS salary increases will be determined annually by County Administrator like Senior Management and Executive Support

Add EMS to Overtime section like Career Service

Add EMS excluded from Emergency Pay section like Senior Management

Add EMS employees are eligible for 24 hours of Swing Holiday

Add EMS not eligible for Court Administrative Leave if subpoenaed for another employer

Add EMS Fluid position section pertaining to employees who are EMT's and receive their Paramedic certification.

Add to Discipline section the violation of EMS Medical Protocols and EMS Medical

Medical Director
like Career Service